NAACP EXHIBIT 23

Federal C	ommunications Commission
Docker No. 74. Presented by	Exhibit No. 23
Withdaw	(Identified 6-2#-99
Disposition	Received Withpelion 6/23/94
Reporter 4	Welm
Date 6 2	3-9

BEFORE THE



Federal Communications Commission

WASHINGTON, D.C.

In re Applications of)	MM Docket	No. 94-10
THE LUTHERAN CHURCH/MISSOURI SYNOD))	File Nos.	BR-890929VC BRH-890929VB
For Renewal of Licenses of	ĺ		
Stations KFUO/KFUO-FM Clayton, Missouri)		

To: The Honorable Arthur I. Steinberg Administrative Law Judge

SUPPLEMENTAL RESPONSE TO PETITIONERS' INITIAL INTERROGATORIES

The Lutheran Church-Missouri Synod, the licensee of Stations KFUO(AM) and FM, Clayton, Missouri (the "Church"), answered on April 15, 1994, certain interrogatories propounded by the NAACP. By Order released April 21, 1994, FCC 94M-282, the Administrative Law Judge ordered the Church to answer certain additional interrogatories. The Church hereby provides those additional answers, as follows:

INTERROGATORY FOUR (4)

Please identify the individual(s) with knowledge of building(s) in which the Stations' employee and applicant records are kept, and identify the custodian(s) of such records.

ANSWER

Those with personal knowledge are Dennis Stortz and Paula Zika. Ms. Zika is the custodian of the records. Both Mr. Stortz and Ms. Zika can be reached at 85 Founders Lane, St. Louis, MO

63105; (314) 725-0099. (The person primarily responsible for providing this information is Dennis Stortz.)

INTERROGATORY FIVE (5)

Please identify the individual(s) with knowledge of the manner in which Respondent maintains, stores, catalogues, and selects for disposal or destruction, the Stations' applicant and employee records.

ANSWER

Those with personal knowledge are Dennis Stortz and Paula Zika. (The person primarily responsible for providing this information is Dennis Stortz.)

INTERROGATORY SIX (6)

Please identify the individual(s) with knowledge of how long Respondent retains the Stations' employee or applicant records:

- a. After making the record; and
- b. From the date of any personnel action.

ANSWER:

Those with personal knowledge are Dennis Stortz and Paula Zika. (The person primarily responsible for providing this information is Dennis Stortz.)



INTERROGATORY SEVEN (7)

Please provide for Respondent, and for each Station, in narrative form or in the form of organizational charts, the titles, names and addresses of officers and facilities indicating lines of authority and including in such narrative or on such chart:

- a. The Board of Directors of Respondent;
- b. The Officers of the Corporation of Respondent;
- c. The title and address of each radio facility owned or operated by Respondent; and
- d. The title of each department, division or subgroup within each such radio facility.

ANSWER

As permitted by the ALJ's Order, the Church refers the NAACP to ownership reports on public file for the names and addresses. Organizational charts are being produced today to the NAACP as documents numbered 4027-4035. The NAACP is also referred to documents numbered 2736-2741 for a description of the chain of command.

INTERROGATORY EIGHT (8)

If any corporation or other entity holds an interest in Respondent, please identify the organization and describe how it exercises such control as it has or as it shares with others.



ANSWER

No such entity exists. (The person primarily responsible for providing this information is Rev. Devantier.)

INTERROGATORY NINE (9)

Please identify each broadcast work site maintained by Respondent during the license term and state with reference to each:

- a. The name of the site;
- b. The address of the site;
- c. The station(s) using the site; and
- d. The job functions performed on the site; and
- e. The name and job title of the on-site person in charge of operations at the site.

<u>ANSWER</u>

The only site relevant to this case is KFUO(AM) and FM radio stations, located on the campus of Concordia Seminary at 85

Founders Lane, St. Louis, MO 63105. The stations at that site are KFUO(AM) and FM, and all job functions of the stations are performed at that site. During the license term various general managers and a Director of Broadcast Ministry were in charge of operations. During the license term, the following persons held those positions: Rev. Roger Abatie, Tom Lauer, Kenneth Lombardi (Director of Broadcast Ministry), Robert Thomson, Reverend David Schultz, Dennis Stortz (acting), Emil Wilde (interim) and Roger



Zimmerman (interim). (The persons primarily responsible for providing this information are Rev. Devantier and Mr. Stortz.)

INTERROGATORY ELEVEN (11)

Please identify each individual (including officers, directors, employees, or outside consultants or advisors to Respondent or the Stations) who is or was responsible for or otherwise involved in developing, reviewing, or administering, in any way, any aspects of the personnel practices of the Stations (including maintaining personnel records) during the license term, and state with reference to each such individual:

- a. His name, title(s) and office(s) held, and inclusive dates served under each such title or office;
- b. His sex, race, color, religion and national origin;
- c. All work and home addresses and work and home telephone numbers he is known to have used, including his last known work and home addresses and work and home telephone numbers; and
- d. A description of the scope of his duties and responsibilities with respect to the Stations EEO and other personnel practices.

ANSWER

In addition to Ms. Zika and Mr. Stortz, identified above, the station managers were also responsible for employment practices. During the license term, the following served as station managers:

Reverend Roger Abatie, General Manager, KFUO AM/FM, 1983-1986. White male, Lutheran minister. Rev. Abatie can be reached at Trinity Lutheran Church, 708 S. 4th, Penkin, IL 61554; (303) 346-1391.



Tom Lauer, General Manager, KFUO FM, 1987-1989. White male. Mr. Lauer can be reached at 2230 N. Ballas Road., St. Louis, MO 63131; (314) 991-5043.

Kenneth Lombardi, Director of Broadcast Ministry, 1987-1989. White male. Lutheran. Mr. Lombardi can be reached at Adamson Advertising, 222 S. Central, St. Louis, MO 63105; (314) 727-9500.

Robert Thomson, Acting General Manager, KFUO FM, 1989-1991. White male. Lutheran. Mr. Thomson can be reached at P.O. Box 65, Polot Knob, MO 63663; (314) 546-2831.

Reverend David Schultz, General Manager, KFUO(AM), 1989-1991. White male, Lutheran minister. Reverend Schultz can be reached at 11507 January Drive, Austin, TX 78753; (713) 639-2723.

In addition, Emil Wilde and Roger Zimmerman served as interim station managers in 1986-1987. However, both worked part-time and had no hands-on dealings with personnel matters. Mr. Wilde can be reached at 809 Doerwood Court, St. Louis, MO 63122, (314) 822-0851; Mr. Zimmerman can be reached at 759 Glenway, St. Louis, MO 63122, (314) 965-3038.

(The persons primarily responsible for providing this information are Reverend Devantier and Mr. Stortz.)

INTERROGATORY EIGHTEEN (18)

For each job title identified in the response to the preceding interrogatory, please state the duties performed and the responsibilities fulfilled by an employee holding such title.

ANSWER

Job descriptions with this information have been produced to the NAACP.



INTERROGATORY TWENTY-THREE (23)

please identify all persons with knowledge of Respondent's employment practices (as defined in 47 CFR 73.2080) during the license term, including:

- a. His name, title(s) and office(s) held, and inclusive dates served under each such title or office;
- b. His sex, race, color, religion and national origin;
- c. All work and home addresses and work and home telephone numbers he is known to have used, including his last known work and home addresses and work and home telephone numbers; and
- d. A description of the scope of his duties and responsibilities.

ANSWER

See answer to #11.

I declare under penalty of perjury that the foregoing answers are true and correct to the best of my knowledge and information.

Reverend Paul Devantier

Richard R. Zaragoza
Kathryn R. Schmeltzer
Barry H. Gottfried
Fisher Wayland Cooper Leader
& Zaragoza L.L.P.
2001 Pennsylvania Avenue, N.W.
Suite 400
Washington, D.C. 20006
(202) 659-3494

Dated: April 29, 1994

4250-000.P02

CERTIFICATE OF SERVICE



I, Julia L. Colish, a secretary for the firm of Fisher,
Wayland, Cooper, Leader & Zaragoza L.L.P., do hereby certify that
I have this 29th day of April, 1994, mailed by First Class,
United States mail, postage paid, the foregoing "SUPPLEMENTAL
RESPONSE TO PETITIONERS' INITIAL INTERROGATORIES" to the
following:

*The Honorable Arthur I. Steinberg Administrative Law Judge Federal Communications Commission 2000 L Street, N.W., Suite 228 Washington, DC 20554

*Robert Zauner, Esq.
Paulette Laden, Esq.
Federal Communications Commission
Mass Media Bureau
2025 M Street, N.W., Room 7212
Washington, DC 20554

*David E. Honig, Esq.
Minority Media Ownership & Employment Council
3636 16th Street, N.W., Suite B-863
Washington, DC 20010

David E. Honig, Esq. Law Offices of David E. Honig 1800 N.W. 187th Street Miami, FL 33056

Julia L. Colish

*Via Hand Delivery

NAACP EXHIBIT 24

Federal Co	ommunications Commission
Docket No. 94	NAACP No. 24
_	(Identified 6/21
Disposition	Received
!	Rejected
Reporter BAL	BARAWRD
Date 4/2/	94
1 44-4	

FEDERAL COMMUNICATIONS COMMISSION Washington, D.C. 20554

Approved by OMB 3060-0076
Expires 12/31/84

Annual Employment Report 1983

SUBMIT two copies to FCC

KFUO-FM

Clayton, Missouri

SUBMIT	two copies	to FCC

SECTION III (applicable to all respondents) SECTION I (applicable to all respondents) A.

COMMON CARRIER Respondents with fewer than 002481 Check one, to indicate type of respondent sixteen (16) full-time employees during the selected M Broadcast Respondent payroll period: CHECK BOX A, Complete Section III, ☐ Common Carrier Respondent and the Certification Statement. Sign and return to the FCC. B. Pay Period Ending Covered by this Report: (date) B. COMMON CARRIER Respondents with 16 or more January 31, 1983 full-time employees during the selected payroll period: CHECK BOX B and complete all pertinent IFOR COMMISSION USE ONLY) C. Name and address of respondent sections of the form. Sign and return to the FCC. The Lutheran Church-Missouri C. BROADCAST Respondents with fewer than (5) fulltime employees during the selected payroll period: Synod CODE NO. CHECK BOX C. Complete Sections II, III, & IV and Radio Station KFUO-AM and the Certification Statement. Sign and return to the KFUO-FM 801 DeMun Avenue D. XI BROADCAST Respondents with 5 or more full-time St. Louis, Missouri 63105 employees during the selected payroll period: CHECK BOX D and complete all pertinent sections of the form. Sign and return to the FCC. SECTION II (applicable only to Broadcast respondents) Check A, B, or C to indicate type of Reporting Units(s) covered in this Report: C.

A Consolidated Report The single employment unit consisting of one or B. 🗀 For a single Headquarters Office Report more stations SECTION IV (applicable only to Broadcast respondents) Answer A, B, or C to identify Reporting Unit(s) covered in this Report A. (1) If a Commercial Broadcast Station Report - (not a CAR station) check one (2) If station is noncommercial, check one AM I AM
TV I TV
I International FM - FM Independent ET

Educational TV AF XX Combined AM and FM ER 🗆 Educational Radio FA I FM Affiliated with AM in same area (3) Caff Letters Location KFUO-AM Clayton, Missouri

(Section V and VI) (applicable to all respondents) SECTION V FEMALE ALL EMPLOYEES 2 MALE MINORITY GROUP EMPLOYEES MINORITY GROUP EMPLOYEES White, **FULL-TIME** White. Asien Black. American PAID not of Black. Asian American not of Total Indian or Hispanic **EMPLOYEES** not of Of not of Indian or Hispanic Hispanic Of Hispenic Male Female Columns **Pacific** Alaskan JOB Pacific Hispanic origin Alaskan Hispanic origin 2 + 3Islander Native CATEGORIES1 origin origin islander Native (9) (10) (11) (12) (13) (7) (8) (6) (2) (3) (4) (5) (1) Officials and 5 Managers 6 **Professionals** 2 3 Technicians 3. Sales workers Office and 3 Clerical 3 Craftsperson (Skilled) Operatives (Semi-skilled) Laborers (Unskilled) Service Workers TOTAL 17 Total employment 5 I 17 11 6 11 from previous Report (if any) (Section VI column titles same as Section V) SECTION VI PART-TIME PAID **EMPLOYEES** JOB CATEGORIES' Officials and Managers **Professionals** 4 4 4 Technicians Sales workers Office and Clerical Craftsperson (Skilled) Operatives (Semi-skilled) Leborers (Unskilled) Service Workers TOTAL 7 7 7 ,i employment from previous 7 7 7 Report (if any)

¹Refer to instructions for explanation of all title functions.

²Include "Minority Group Employees" and others. See Instruction 7.



(The data below shall also be included in the figures for the appropriate occupational categories in Sections V and VI)

	ALL EMPLOYEES ¹ MALE									FEMALE				
						RITY GRO	UP EMPL	DYEES	White,	MINO	RITY GRO	UP EMPL	OYEES	White
	OB SORIES	Total Columns 2 + 3 (1)	Male (2)	Female (3)	Black, not of Hispanic origin (4)	Asian or Pacific Islander (5)	American Indian or Aleskan Native (6)	Hispanic (7)	not of	Black, not of Hispanic origin (9)	Asian or Pacific Islander (10)	American Indian or Aleskan Native (11)	Hispanic (12)	White, not of Hispanic origin (13)
On-the- job trainees ²	White Collar Produc- tion													

¹Include "Minority Group Employees" and others. See instruction 7.

CERTIFICATION

(This report must be certified: by licensee or permittee, if an individual; by a partner, if a partnership; by an officer, if a corporation or association, or by an attorney of licensee or permittee, in case of physical disability or absence from the United States of the licensee or permittee.)

I certify that to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed,

25 Maý -1983 Date

Acting General Manager

Name of Respondent The Lutheran Church-Missouri Synod KFUO-AM & KFUO-FM

Telephone No. (include area code)_

314-725-3030

WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE OR IMPRISONMENT. U.S. CODE, TITLE 18, SECTION 1001.

> This request is in accordance with the requirement of P.L. 96-511, Paperwork Reduction Act of 1980

The data collected will be used to assess compliance with FCC Rules and Regulations pertaining to EEO requirements. Your response is mandatory.

²Report only employees enrolled in <u>formal</u> on the the job-training programs.

002500

FEDERAL COMMUNICATIONS COMMISSION Washington, D.C. 20554

Approved by OMB 3080-0076 Expires 12/31/84

Annual Employment Report 1984 SUBMIT two copies to FCC SUBMIT two copies to FCC (See Instructions) SECTION III (applicable to all respondents) SECTION I (applicable to all respondents) A.

COMMON CARRIER Respondents with fewer than Check one, to indicate type of respondent sixteen (16) full-time employees during the selected D Broadcast Respondent payroll period: CHECK BOX A, Complete Section III, ☐ Common Carrier Respondent and the Certification Statement. Sign and return to the FCC. B. Pay Period Ending Covered by this Report: (date) B. COMMON CARRIER Respondents with 16 or more January 31, 1984 full-time employees during the selected payroll period: CHECK BOX B and complete all pertinent C. Name and address of respondent sections of the form. Sign and return to the FCC. (FOR COMMISSION USE ONLY) The Lutheran Church -C. | BROADCAST Respondents with fewer then (5) full-Missouri Synod time employees during the selected payroll period: Radio Station KFUO-AM CODE NO. CHECK BOX C. Complete Sections II, III, & IV and the Certification Statement. Sign and return to the 85 Founders Lane FCC. St. Louis, MO. 63105 D. D. BROADCAST Respondents with 5 or more full-time employees during the selected payroli period: CHECK BOX D and complete all pertinent sections of the form. Sign and return to the FCC. SECTION II (applicable only to Broadcast respondents) Theck A, B, or C to Indicate type of Reporting Units(s) covered in this Report: C. A Consolidated Report A.

Ker a single employment unit consisting of one or B.

For a single Headquarters Office Report more stations SECTION IV (applicable only to Broadcast respondents) Answer A, B, or C to identify Reporting Unit(s) covered in this Report A. (1) If a Commercial Broadcast Station Report - (not a CAR station) check one (2) If station is noncommercial, check one AM II AM FM FM Independent ET DEducational TV TVÖTV AF Combined AM and FM ER D Educational Radio □ International FA D FM Affiliated with AM in same area (3) **Call Letters** Location

KFUO-AM

Clayton, Missouri

·													
SECTION V	1				(Section	V and VI)	applicable	to an resp	SUCCESSION		FEMAL	:	
	ALL	EMPLOY	EES 2	L		MALE	OVEES		MINO	RITY GRO	UP EMPL		
FULL-TIME PAID EMPLOYEES JOB CATEGORIES ¹	Total Columns 2 + 3	Male (2)	Female (3)	MINO Black, not of Hispanic origin (4)	Asian or	OUP EMPLI American Indian or Alaskan Native (6)		White, not of Hispenic origin (8)	Bleck,	Asian or Pacific Islander (10)	American		White, not of Hispenic origin (13)
Officials and Managers	7	6	1					6					. 1
Professionals	5	3	2					3	1 -				1
Technicians	3	3						3					
Sales workers													• • • • • • • •
Office and Clerical	3	3			<u> </u>							• • • • • •	3
Craftsperson (Skilled)													•••••
Operatives (Semi-skilled)]	 								• • • • • • • •
Laborers (Unskilled)	<u> </u>												• • • • • • •
Service Workers						<u> </u>	ļ			<u> </u>			
TOTAL	18	12	6		ļ			12	1				5
Total employment from previous Proort (if any)	17	11	6					11	1				5
SECTION VI	<u> </u>				(Section	VI colum	n titles sa	me as Se	tion V)		·····		
PART-TIME PAID EMPLOYEES JOB CATEGORIES ¹													
Officials and Managers). 								
Professionals	5	5						5		, ,			• • • • • • •
Technicians	3	3						3					
Sales workers													
Office and Clerical	_												
Creftsperson (Skilled)													
Operatives Semi-skilled)													
Laborers Unskilled)													• • • • • • •
iervice Workers			ļ				ļ						
07	8	8			<u> </u>			8					
otal employment om previous eport (if any)	7	7						7					

SECTION VII (For Respondents with On-the-Job Trainese ONLY)

(The data below shall also be included in the figures for the appropriate occupational categories in Sections V and VI)

		ALL	EMPLOY	EES1		MALE						FEMALE				
	<u></u>				MINO	RITY GRO	UP EMPL	DYEES	Marking.	MINOF	RITY GRO	UP EMPL	JP EMPLOYEES			
	JOB CATEGORIES		Male (2)	Female (3)	Black, not of Hispanic origin (4)	or	American Indian or Alaskan Native (6)	Hispanic (7)	White, not of Hispenic origin (8)	Black, not of Hispanic origin (9)	Asian or Pacific islander (10)	American Indian or Alaskan Native (11)		White, not of Hispenic origin (13)		
On-the- job trainess ²	White Coller Produc- tion	(1)	total .				107	,,,		(0)		1		1107		

¹Include "Minority Group Employees" and others. See instruction 7.

CERTIFICATION

(This report must be certified: by licensee or permittee, if an individual; by a partner, if a partnership; by an officer, if a corporation or association, or by an attorney of licensee or permittee, in case of physical disability or absence from the United States of the licensee or permittee.)

I certify that to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed Rev. Ruliger Abatte

Date May 30, 1984

Name of Respondent The Lutheran Church-Missouri Synod

Telephone No. (include area code) 314 725-3030 KFUO-AM

WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE OR IMPRISONMENT. U.S. CODE, TITLE 18, SECTION 1001.

This request is in accordance with the requirement of P.L. 98-511, Paperwork Reduction Act of 1980

The data collected will be used to assess compliance with FCC Rules and Regulations pertaining to EEO requirements. Your response is mandatory.

²Report only employees enrolled in <u>formal</u> on the the job-training programs.

FEDERAL COMMUNICATIONS COMMISSION Washington, D.C. 20554

002503

Approved by OMB 3080-0076 Expires 12/31/84



Annual Employment Report 1984
(See Instructions)

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	,	L
SECTION I (applicable to all respondents)	SECTION III (applicable to all respondents)	
A. COMMON CARRIER Respondents with fewer than sixteen (16) full-time employees during the selected payroll period: CHECK BOX A, Complete Section III, and the Certification Statement. Sign and return to the FCC.	A. Check one, to indicate type of respondent IX Broadcast Respondent Common Carrier Respondent	
	B. Pay Period Ending Covered by this Report: Ide	te)
B. COMMON CARRIER Respondents with 16 or more full-time employees during the selected payroll	January 31,	1984
period: CHECK BOX B and complete all pertinent sections of the form. Sign and return to the FCC.	C. Name and address of respondent	(FOR COMMISSION USE ONLY)
C. BROADCAST Respondents with fewer than (5) full-time employees during the selected payroll period: CHECK BOX C. Complete Sections II, III, & IV and the Certification Statement. Sign and return to the	The Lutheran Church - Missouri Synod Radio Station KFUO-FM	CODE NO.
FCC.	85 Founders Lane St. Louis, MO. 63105	
D. BROADCAST Respondents with 5 or more full-time employees during the selected payroll period: CHECK BOX D and complete all pertinent sections of the form, Sign and return to the FCC.		
SECTION II (applicable only to Broadcast respondents)		
Check A, B, or C to indicate type of Reporting Units(s) covered in A. A. For a single employment unit consisting of one or	in this Report: B. For a single Headquarters Office Report	C. A Consolidated Report
more stations	b. C. For a single medique large office report	c. S A constitution report
SECTION IV (applicable only to Broadcast respondents)		
Answer A, B, or C to identify Reporting Unit(s) covered in this R	eport	
A. (1) If a Commercial Broadcast Station Report - (not a CAR sta	tion) check one (2) if station is none	commercial, check one
AM D AM FM Independent	ET 🖸 Educational	ITV
TV TV AF Combined AM and F FA FM Affiliated with Al	M ER 🗆 Educational	
(3) Call Letters Location		``
KFUO-FM Clayton, Missour	า่	

SECTION V	1				(Section	V and VI) (applicable	to all respo	noents)				
OECTION V	ALL	EMPLOY	EES 2			MALE					FEMALE		
FULL-TIME				MINO	RITY GRO	UP EMPL	DYEES	White,		RITY GRO	UP EMPL	OYEES	White,
PAID EMPLOYEES JOB CATEGORIES ¹	Total Columns 2 + 3	Maio (2)	Female (3)	Black, not of Hispanic origin (4)	Asian or Pacific islander (5)	American Indian or Aleskan Native (6)		not of	Black, not of Hispanic origin (9)	Asian or Pacific Islander (10)	American Indian or Alaskan Native (11)	Hispanic (12)	not of
Officials and Managers	7	6	1					6					1
Professionals	5	3	2					3	1				1
Technicians	3	3					• • • • • •	3					•••••
Sales workers	<u> </u>												• • • • • • •
Office and Clerical	3	3											3
Craftsperson (Skilled)				·									
Operatives (Semi-skilled)										ļ			• • • • • • •
Laborers (Unskilled)													• • • • • • •
Service Workers													
TOTAL	18.	12	6					12	1				5
Total employment from previous Report (if any)	17.	11	6					11	1				5
SECTION VI					(Section	VI colum	n titles sa	me as Sec	tion V)		T		
PART-TIME PAID EMPLOYEES JOB CATEGORIES ¹			•								-		
Officials and Managers	1			٠.									
Professionals	5	5						5				,	
Technicians	3	3						3					
Sales workers						 					 		
Office and Clerical											}		
Craftsperson (Skilled)													
Operatives (Semi-akilled)													
Laborers (Unskilled)													
Service Workers													
TOTAL	8	8						8					
/tal employment from previous Report (if any)	7	7						7					

¹Refer to Instructions for explenation of all title functions.
²Include "Minority Group Employees" and others. See Instruction 7.

6

SECTION VII (For Respondents with On-the-Job Trainees ONLY)

(The data below shall also be included in the figures for the appropriate occupational categories in Sections V and VI)

		ALL	EMPLOY	EES1		•	MALE			FEMALE				
					MINO	RITY GRO	UP EMPL	DYEES	White,	MINORITY GROUP EMPLOYE			OYEES	White.
JOB CATEGORIES		Total Columns 2 + 3	Male	Female	Black, not of Hispanic origin	or Pacific Islander	Aleskan Native	Hispanic	not of Hispanic	Bleck, not of Hispanic origin	or Pacific Islander	American Indian or Alaskan Native	Hispanic	not of Hispanic origin
	1	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
On-the- Job trainees ²	White Collar Produc- tion										· 			

¹Include "Minority Group Employees" and others. See instruction 7.

CERTIFICATION

(This report must be certified: by licensee or permittee, if an individual; by a partner, if a partnership; by an officer, if a corporation or association, or by an attorney of licensee or permittee, in case of physical disability or absence from the United States of the licensee or permittee.)

I certify that to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed A. Rodger P. Abatle

Title Acting General Manager

Date (May 30, 1984)

Name of Respondent The Lutheran Church-Missouri Synod

Telephone No. (include area code)_

3144725-3030

Radio Station KFUO-FM

WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE OR IMPRISONMENT. U.S. CODE, TITLE 18, SECTION 1001.

This request is in accordance with the requirement of P.L. 98-511,
Paperwork Reduction Act of 1980

The data collected will be used to assess compliance with FCC Rules and Regulations pertaining to EEO requirements. Your response is mandatory.

²Report only employees enrolled in <u>formal</u> on the the job-training programs.

2000-0076 Expires 12/31/87

SUBMIT two copies to FCC

Annual Employment Report 1985
(See Instructions)

SUBMIT two copies to FCC

SECTION I (applicable to all respondents)	SECTION III (applicable to all respondents)								
A. COMMON CARRIER Respondents with fewer than sixteen (16) full-time employees during the selected payroll period: CHECK BOX A, Complete Section III and the Certification Statement. Sign and return to the FCC.	A. Check one, to indicate type of respondent IX Broadcast Respondent Common Carrier Respondent	002563							
	B. Pay Period Ending Covered by this Report: (dete)								
COMMON CARRIER Respondents with 16 or more full-time employees during the selected payroll period: CHECK BOX B and complete all pertinent.	January 31, 1985								
sections of the form. Sign and return to the FCC.	C. Name and address of respondent	(FOR COMMISSION USE ONLY)							
C. BROADCAST Respondents with fewer than (5) full-time employees during the selected payroll period: CHECK BOX C. Complete Sections II, III, & IV and the Certification Statement. Sign and return to the FCC.	The Lutheran Church- Missouri Synod Radio Station KFUO-AM 85 Founders Lane	CODE NO.							
D. BROADCAST Respondents with 5 or more full-time employees during the selected payroll period: CHECK BOX D and complete all pertinent sections of the form. Sign and return to the FCC.	St. Louis, MO. 63105								
SECTION II (applicable only to Broadcast responder	125)								
Check A, B, or C to indicate type of Reporting Units(s) cover A. E. For a single employment unit consisting of one of more stations.		C. A Consolidated Report							
CECTION Was First and the David									
SECTION IV (applicable only to Broadcast responde									
Answer A, B, or C to identify Reporting Unit(s) covered in the		and the second s							
A. (1) If a Commercial Broadcast Station Report - (not a CA)		commercial, check one							
AM → AM FM □ FM Independent TV □ TV AF □ Combined AM a □ International FA □ FM Affiliated with	and FM ER □ Educations								
(3) Call Letters Location									
KFUO-AM Clayton, Misso	ouri gan .								

FEDERAL COMMUNICATIONS COMMISSION Washington, D.C. 20554

Approved by OMB 3060-0076 Expires 12/31/87



Annual Employment Report 1985

SUBMIT two copies to FCC

KFUO-FM

Clayton, Missouri

(See Instructions)

SUBMIT two copies to FCC

	CTION I (applicable to all respondents)	SECTION III (applicable to all respondents)							
A .	COMMON CARRIER Respondents with fewer than sixteen (16) full-time employees during the selected payroll period: CHECK BOX A, Complete Section III, and the Certification Statement. Sign and return to the FCC.	A. Check one, to Indicate type of respondent Broadcast Respondent Common Carrier Respondent	002564						
_		8. Pay Period Ending Covered by this Report: (dete)							
В.	☐ COMMON CARRIER Respondents with 16 or more full-time employees during the selected payroll	January 31, 1985							
	period: CHECK BOX B and complete all pertinent sections of the form. Sign and return to the FCC.	C. Name and address of respondent	(FOR COMMISSION USE ONLY)						
C.	■ BROADCAST Respondents with fewer than (5) full- time employees during the selected payroll period: CHECK BOX C. Complete Sections II, III, & IV and the Certification Statement. Sign and return to the FCC.	The Lutheran Church- Missouri Synod Radio Station KFUO-FM 85 Founders Lane	CODE NO.						
		St. Louis, MO. 63105							
D . 1	BROADCAST Respondents with 5 or more full-time employees during the selected payroll period: CHECK BOX D and complete all perions Single of the form								
SE	of the form. Sign and return to the FCC. CTION II (applicable only to Broadcast respondents)								
Che		this Report: B. □ For a single Headquarters Office Report	C. S A Consolidated Repo						
Che	CTION II (applicable only to Broadcast respondents) eck A, B, or C to indicate type of Reporting Units(s) covered in For a single employment unit consisting of one or more stations		C. S. A Consolidated Repo						
Che	CTION II (applicable only to Broadcast respondents) ck A, B, or C to indicate type of Reporting Units(s) covered in For a single employment unit consisting of one or more stations CTION IV (applicable only to Broadcast respondents)	B. For a single Headquarters Office Report	C. S A Consolidated Repo						
SEC	CTION II (applicable only to Broadcast respondents) ECK A, B, or C to indicate type of Reporting Units(s) covered in For a single employment unit consisting of one or more stations CTION IV (applicable only to Broadcast respondents) EWER A, B, or C to identify Reporting Unit(s) covered in this Re	B. For a single Headquarters Office Report							
SEC Am	CTION II (applicable only to Broadcast respondents) ck A, B, or C to indicate type of Reporting Units(s) covered in For a single employment unit consisting of one or more stations CTION IV (applicable only to Broadcast respondents) swer A, B, or C to identify Reporting Unit(s) covered in this Re 1) If a Commercial Broadcast Station Report - (not a CAR state)	B. For a single Headquarters Office Report	C. S A Consolidated Repo						
SEC Am	CTION II (applicable only to Broadcast respondents) ECK A, B, or C to indicate type of Reporting Units(s) covered in For a single employment unit consisting of one or more stations CTION IV (applicable only to Broadcast respondents) EWER A, B, or C to identify Reporting Unit(s) covered in this Re	B. For a single Headquarters Office Report sport ion) check one	commercial, check one						

SECTION V	T				(Section	V and VI)	applicable	to all resp	ondents)				
SECTION	ALL EMPLOYEES 2			MALE					FEMALE				
FULL-TIME				MINORITY GF		OUP EMPLOYEES		Jan-	MINORITY GROUP EMPLOYEES				
PAID EMPLOYEES JOB CATEGORIES ¹	Total Columns 2 + 3	Male	Female	Black, not of Hispanic origin	Islander	Aleskan Native	Hispanic	origin	Hispenic origin	Islander	Aleskan Native	Hispenic	White, not of Hispanic origin
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Officials and Managers	6	5	1	ļ		ļ		5		•••••			1
Professionals	6	3	3					3	1				2
Technicians	3	3						3			,		
Sales workers													
Office and Clerical	2		2						1				1
Craftsperson (Skilled)													•••••
Operatives (Semi-skilled)													
Laborers (Unskilled)										• • • • • • •			*******
Service Workers													• • • • • • • •
TOTAL	17	11	6					11	2				4
Total employment from previous ** eport (if any)	18	12	6		-			12	1				5
SECTION VI					(Section	VI column	titles sar	ne as Sec	tion V)	•			
PART-TIME PAID EMPLOYEES JOB CATEGORIES			•										
Officials and Managers	1												
Professionals	6	5	1					5		•••••			1
Technicians	4	4	•••••		•			<u>4</u>		•••••			•••••
Sales workers	T				•••••			ه ۱۰۰۰ وتونی		•••••			••••••
Office and Clerical	T		• • • • • • •		• • • • • • •			••••••		••••••		•••••	•••••
Craftsperson (Skilled)			• • • • • • •		• • • • • • • • •	• • • • • • • • • • • • • • • • • • • •		•••••	••••••	•••••	•••••	•••••	
Operatives (Semi-skilled)	† · · · · · ·	• • • • • • • • • • • • • • • • • • • •	• • • • • • •	••••••	• • • • • • • •	• • • • • • • •					•••••		• • • • • • • •
Laborers (Unskilled)		• • • • • • • •	•••••	• • • • • • • • • • • • • • • • • • • •	• • • • • • •						•••••		• • • • • • • •
Service Workers			• • • • • • •	• • • • • • •	• • • • • • •			•••••				•••••	• • • • • • • •
TOTAL	10	9	1					9					1
Total employment from previous Report (if any)	8	8	0					8					0

¹Refer to Instructions for explanation of all title functions.

²Include "Minority Group Employees" and others, See Instruction 7.

(The data below shall also be included in the figures for the appropriate occupational categories in Sections V and VI)



ALL EMPLOYEES1			MALE					FEMALE						
,				1	MINORITY GROUP EMPLOYEES				VACTOR IN CO.	MINORITY GROUP EMPLOYEES				
JOB CATEGORIES		Total Columns 2 + 3	Male F	Female (3)	Black, not of Hispanic origin (4)	Asian or Pacific Islander (5)	American Indian or Aleskan Native (6)	Hispanic	White, not of Hispanic origin (8)	Black, not of Hispanic origin (9)	or	American Indian or Alaskan Native (11)		White, not of Hispanic origin (13)
On-the- job trainees ²	White Coller Produc- tion													

¹Include "Minority Group Employees" and others. See instruction 7.

CERTIFICATION

(This report must be certified: by licensee or permittee, if an individual; by a pertner, if a pertnership; by an officer, if a corporation or association, or by an attorney of licensee or permittee, in case of physical disability or absence from the United States of the licensee or permittee.)

I certify that to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed Title Acting General Manager

Name of Respondent The Lutheran Church-Missouri Synod

Telephone No. (include area code) (314) 725-3030 KFUO-AM

WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE OR IMPRISONMENT. U.S. CODE, TITLE 18, SECTION 1001.

This request is in accordance with the requirement of P.L. 96-511, Paperwork Reduction Act of 1980

The data collected will be used to assess compliance with FCC Rules and Regulations pertaining to EEO requirements. Your response is mandatory.

²Report only employees enrolled in formal on the the job-training programs.

002563

FEDERAL COMMUNICATIONS COMMISSION Washington, D.C. 20554

Approved by OME 2000-0078 Expires 12/21/67



Annual Employment Report 1986

SUBMIT two copies to FCC			(See instructions)	SUBMIT two copies to FCC						
SE	CTION I (applicable to	all respondents)	SECTION III (applicable to all responden	nts)						
A.	abreen (16) full-time of payroll period: CHEC	Respondents with fewer then employees during the selected K BOX A, Complete Section III, Statement. Sign and return to	A. Check one, to indicate type of respondent X Broadcast Respondent Common Carrier Respondent							
			B. Pay Period Ending Covered by this Report	t: (dete)						
8.	fuil-time employees d	Respondents with 16 or more uring the selected payroll B and complete all partinent	Janyanya31, 31986986							
		Sign and return to the FCC.	C. Name and address of respondent	(FOR COMMISSION USE ONLY)						
C. 1	time employees durin CHECK BOX C. Com	ndents with fewer then (5) full- g the selected payroll period: plets Sections II, III, & IV and pment. Sign and return to the	The Lutheran Church- Missouri Synod Radio Station KFUO-AM 85 Founders Lane St. Louis, MO. 63105	CODE NO.						
D . (employees during the	ndents with 5 or more full-time selected payroll period: omplete all pertinent sections return to the FCC.								
Che	ck A, B, or C to indicate	type of Reporting Units(s) covered in the unit consisting of one or	in this Report: B. □ For a single Headquarters Office Rep	port C. A Consolidated Report						
SEC	TION IV (applicable	only to Broadcast respondents)								
An	wer A, B, or C to identify	Reporting Unit(s) covered in this R	eport							
A. () If a Commercial Broad	cast Station Report - (not a CAR sta	ntion) check one (2) If station is	noncommercial, check one						
	MA Z	FM FM Independent	ET □ Educat	ional TV						
TV	□ TV □ International	AF Combined AM and F FA FM Affiliated with A	M ER ☐ Educat							
(3)	Cell Letters	Location								

KFUO-AM

Clayton, Missouri